



## STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION

### SPDOC No. 20-04

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,  
AND RECOGNIZED EMPLOYEE ORGANIZATIONS

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: APRIL 4, 2020

SUBJECT: **INTERIM RULE ACTION ON RULE 5-6, ADDITIONAL  
COMPENSATION: MISCELLANEOUS**

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INFORMATION CALL 517-284-0115.

At the state employer's request and with the chair's consent, I am taking interim rule action to promulgate rule 5-6.17, *COVID-19 Premium*. The amendments grant an additional pay premium for eligible employees exempted from new COVID-19-related leaves, as authorized under federal law. They follow bargained letters of understanding for exclusively represented employees over the proper subject of compensation. The state employer describes the premium as "in recognition of the nature of their work and their exemption from new federal leave programs." As provided in rule 1-1.4, the rule is effective immediately. The amendment below will be placed on the commission's next meeting's agenda for final commission action:

#### 5-6.17 COVID-19 Premium

- (a) **Eligibility.** An employee who is (1) working as a critical infrastructure worker under Executive Order 2020-21, as extended, and (2) in a position as a health care provider or emergency responder exempted by the employer from leave entitlements as authorized by §§ 3105 and 5102 of the Families First Coronavirus Response Act, is eligible.
- (b) **Rate.** The COVID-19 premium is up to \$750 per pay period. The premium is prorated based on regularly scheduled hours worked under 80. An employee who works 80 regularly scheduled hours receives \$750.
- (c) **Payment.** Payment for the premium will be made as soon as administratively feasible through gross-pay adjustments.
- (d) **Effective.** Rule 5-6.17 is effective from the pay period beginning on April 5, 2020, and remains in effect until the earlier of (1) the expiration of the order, as extended or (2) the expiration of the leave provisions under the act.